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ABSTRACT

The social and economic status of blacks in New York City is the subject of this Urban League report, which has five major parts. Part I is an executive summary of the report. Part II provides a demographic profile of the black community. Data are presented on population size, the geographic distribution of blacks, age distribution, marital status, family and household characteristics, income, poverty, employment, and education. The focus of Part III is on the status of health, education, employment, housing, and social services as they affect the black community. The effects of recent social policy changes and economic reverses are described. Part IV presents recommendations for changes in health support funding and services, education, employment, housing, and social services. Finally, Part V discusses responses of the black community to its problems. The efforts of eight black self-help groups and the Urban League itself are described. (KH)

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FOR EQUAL OPPORTUNITY

New York Urban League

Status of Black New York Report

1984

New York Urban League • 1500 Broadway • New York, NY 10038 • (212) 730-5200

Board Chair
Dolly Christian

President/CEO
Harriet R. Michel

PREFACE

The New York Urban League issues this 1984 Status of Black New York report during a period of social malaise unprecedented since the Great Depression. Our traditional areas of service delivery—health, education, employment, housing and social services are adversely affected by shrinking governmental dollars, diminished social concern and the absence of coherent social policy. Because of this, the League's mission continues. We articulate the conditions within the Black community, make recommendations for policy formation and form linkages for understanding. This year's report was designed with this mission in mind.

To understand the life of New Yorkers one must understand that New York is a city of neighborhoods. This fact of life in the nation's largest city is lost on those who would confuse the totality of New York City with Manhattan and misunderstand the intense borough loyalty which is so deeply rooted in the psyche of most New Yorkers. Thus, to appreciate the life circumstances of Blacks in New York, one must look closely at those communities where Blacks live and the institutions and events which often shape the quality of their daily lives. At this level, where neighbor meets neighbor, people participate in the life of their respective communities, share the advantages and disadvantages which accrue to the group and mobilize for social change. For this reason we have chosen to present this year's report on Blacks in New York using smaller units of analysis than in previous reports. In the demographic profile and human services sections we have focused attention and presented data not only for the borough, but often, for Community Districts and census tracts in which Blacks are forty percent or more of the population.

This report begins with a profile of the Black community in New York City. In this section we present data on population size, geographic distribution of Blacks, age distribution, marital status, family and household characteristics, income, poverty, employment and education.

In the human services section, we report on the status of health, education, employment, housing and social services as they affect the Black community and the families which comprise it. The picture presented reflects recent social policy changes and economic reverses. In presenting our recommendations for change, the New York Urban League reaches out to the larger New York community to seek solutions to the issues addressed. The report concludes with a description of the responses of the Black community: Self-Help in the Black Community reports on community based initiatives for change; and one final section describes the League's efforts to meet community needs.

A companion volume of supplementary statistical tables is available for those interested in examining the data more closely.

Acknowledgements

The New York Urban League is deeply grateful to the following agencies and organizations for providing assistance and data in completing this report:

- The Population Division of the City Planning Department
- The Office of Policy and Program Development of Human Resources Administration
- The Department of Housing, Preservation and Development
- The Health Systems Agency
- Department of Employment/Research
- South Bronx Development Organization, Inc.

We owe a special debt of thanks to these community-based organizations.

- Bronx - Mind-Builders, Inc. and Sports Foundation, Inc.
- Brooklyn - Sisterhood of Single Black Mothers and Parkway-Stuyvesant Housing Council
- Manhattan - Mwanko-Wa-Siasa and Hale House Center, Inc.
- Queens - Queens Community Cadet Corps., Inc.
- Staten Island - Sandy Ground Historical Society.

Evelyn Mann, Director of the Population Division, made demographic data available and provided computer runs. That part of our report would have been impossible without assistance from her office.
We are grateful to Dr. John Cardwell of EVAXX, Inc., for editorial assistance. The support staff of the New York Urban League provided their usual high level of assistance. Ms. Lavinia Perry typed the manuscript and assisted with the data collection, analysis and graphics. Mrs. Cheryl Noble assisted with the typing and graphics. We are deeply grateful to them both.

Philip Morris Incorporated printed this report as a public service. We thank its Graphic Services Department.

Harriet R. Michel

President & Chief Executive Officer

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I. SUMMARY

PROFILE

- New York City's Black population increased by 11% during the 70's from 19.3% of the total population in 1970 to 23.9% in 1980.
- Forty-one percent of New York City's Black population lives in Brooklyn; 30% of New York City's Black population lives in seven Brooklyn Community Districts.
- Approximately one-third of Black families are economically poor.
- Black families are younger, larger, and more likely to be single-parent.
- Approximately 57.2% of Black people in the Bronx reside in four Community Districts. The median family income for Blacks in the Bronx is $5,284 less than for White families.
- Sixty-eight percent of all Black people in Manhattan reside in three community districts.
- Approximately 63.4% of Blacks in Queens live in ~~four~~ Two districts. They are better off economically than Blacks living in the other boroughs with only 18.7% living below the poverty level.
- Blacks comprise 7% of the Staten Island population, 87.6% of whom live in one district.

HUMAN SERVICE ISSUES

Health

- Blacks have higher infant mortality rates and lower birth weight infants.
- Primarily Black community districts have high percentages of children without proper immunization and are often designated as health manpower shortage areas.

Education

- Eighty-seven percent of all Black school children attend public schools compared to 67 percent of White children.
- While the overall dropout rate from city schools ~~in~~ is 45%, ~~78~~ 72 % of Black children do not complete high school.

Employment

- The official unemployment rate for Black adults constantly exceeds citywide rates by about 4-5%, with the rate for out-of-school Black teenagers varying from 40-60%.
- The Hidden Unemployment Index of the National Urban League indicates that the situation is more egregious.

Housing

- Predominantly Black districts are characterized by high percentages of in rem housing, buildings with 25 or more violations and double digit abandonment factor.

- The city's public housing waiting list has grown to 170,000 and Section 8 housing subsidy funds have been cut by $30 million.

Social Services

- The Federal Omnibus Reconciliation Act of 1981 changed eligibility and benefit levels and promoted disincentives for work.

- Similarly, federal regulations regarding food stamps, pregnancy allowances and assistance for older children push poor families deeper into poverty.

RECOMMENDATIONS

Health

- Funds be increased to augment maternal and infant health services in the Black community.

- Preventive health services which will enhance family stability be increased in the Black community.

- Reform strategies directed toward Medicaid take into account the needs and views of recipients.

Education

- The Board of Education increase efforts to halt the dropout rate by enlisting the efforts of community-based organizations.

- The Board of Education increase efforts to identify potential dropouts during the transition from junior high to high school.

- The use of intensive summer programs for elementary school students performing below grade level in reading and math.

- Public school education be directed toward increasing the student's ability to compete in the labor force.

- The federal government provide assistance to local school districts for research and development activities required to introduce computers throughout the public schools.

Employment

- All employment and training programs directed toward single, female heads of households include day care services during the training period.

- Development of a youth entitlement program that would insure an employment opportunity for those disadvantaged youth or potential dropouts that return to or remain in school.

- A portion of the monies returned to the city by the Municipal Assistance Corporation be used for training programs to address structural unemployment and displaced workers.

- City official examine and reverse labor market trends which show the distribution of employment opportunities primarily to residents outside the city.

- The City and interested community groups review the distribution of employment opportunities through the Job Training Partnership Act to control "creaming" and other mechanisms of exclusion.

- Increased funding of research and demonstration projects that evaluate the usefulness of job-sharing as a strategy to address local unemployment.

Housing

- An increase in the shelter allowance for public assistance recipients.
- The City and State finance a homeowner and tenant acquisition program for low and middle-income families.
- The City take a more aggressive role in providing for the needs of homeless families, individuals and children.
- Red-lining be opposed and that the City create disincentives for such practices.

Social Services

- The city and state examine ways to compensate for cuts in basic services to poor families.
- Social service policies and practices which undermine family stability and erode initiatives toward independence, be eliminated.
- The New York City Department of Social Services (NYCDSS) assume a more aggressive approach in informing and making accessible new and changing eligibility requirements for all public assistance programs, particularly AFDC and Home Relief. This information should be made available to those individuals or families currently entitled as well as to the public at large.
- Employment programs for public assistance recipients should provide pay and benefits commensurate with regular employment pratices.
- The City should encourage creative approaches to further improving service delivery; provide organizations and agencies that consistently exceed their service goals an unrestricted five percent (5%) to ten percent (10%) grant increase.

SELF-HELP IN THE BLACK COMMUNITY

Despite major socio-economic hurdles, New York City's resilient Black community generates self-help groups which address critical local programs. Some of the functions these groups perform are:

MIND-BUILDERS - BRONX

- Uses interest in the fine arts as motivation for remediation in reading and math.

SPORTS FOUNDATION, INC. - BRONX

- Employs sports as a springboard for personal/academic development.

THE SISTERHOOD OF SINGLE BLACK MOTHERS, INC. - BROOKLYN

- Forms networks for assisting young, single mothers to gain a positive self-image and obtain services to which they are entitled.

PARKWAY-STUYVESANT COMMUNITY AND HOUSING COUNCIL, INC. - BROOKLYN

- Volunteers to inspect and report on the condition of neighborhood housing stock.

HALE HOUSE - MANHATTAN

- Helps addicted infants and mothers through withdrawal.

MWAMKO wa SIASA EDUCATIONAL INSTITUTE - MANHATTAN

- Develops political consciousness.

QUEENS COMMUNITY CADET CORPS, INC. - QUEENS

- Uses creative expression as a tutoring device in reading and writing.

SANDY GROUND HISTORICAL SOCIETY - STATEN ISLAND

- Records neighborhood history and preserves local landmarks.

NEW YORK URBAN LEAGUE SPECIAL PROGRAMS

- Science Power Station - instruct and inspire elementary school children through after school science projects.
- Adult Education Upgrading - combat adult illiteracy and prepare people to move ahead on jobs through the acquisition of basic education and test-taking skills.
- Affirmative Action Employer Services - an employer-fee-based program to match entry level-professional job seekers with employment opportunities.
- Computer Careers Training Center - an IBM/New York City Department of Employment project.
- Black Family Service Agency - the first of its kind in New York based on an agency-without-walls concept that taps the skills and resources of indigenous self-help groups and individuals.
- Black Professionals in Community Service - recruits Black professionals from many disciplines to provide specific volunteer services to community programs.

II. PROFILE OF BLACKS IN NEW YORK CITY

New York City's Black population increased 11% during the 70's. The proportion of Blacks in New York City increased from 19.3% of the total population in 1970 to 23.9% in 1980. Of the city's approximately 1.7 million Blacks, nearly one-half (41%) live in Brooklyn with 30% of the city's Black population congregated in seven Brooklyn Community Districts.* New York City's Black population supports a family structure characterized by larger families households containing more children and relatives and one-third of families with children headed by a woman with no husband. Also, nearly one Black family in three lives in economic poverty.

Age Distribution

- The Black population in New York City is somewhat younger than the city's population in general.
- In 1980, 40.2% of Black men compared with 30.5% of men overall were under 20 years old.
- While 27.1% of women overall were 55 years old and over, only 17.6% of Black women were this old.

TABLE 1
Age Distribution

	Total Population		Black Population	
	Male (N=3,275,138)	Female (N=3,796,501)	Male (N=758,004)	Female (N=936,123)
Birth-19 yrs.	30.5%	26.6%	40.2%	33.0%
20-24 yrs.	48.0	47.3	45.8	49.4
55 yrs. & over	21.5	27.1	13.6	17.6
Median age	30.9	34.2	25.6	29.6

Source: 1980 Census: Summary Tape File 2B, Part B

* The following page, figure 1 indicates the Census tracts most heavily populated by Black New Yorkers.

Marital Status

- While more than one-half of men in New York City (50.5%) are married, only 40% of Black men are married.
- Forty-one point six percent of women in general are married whereas only 30.2% of Black women are married.
- Blacks, when compared to the general population, are more likely to have never been married.
- Blacks are twice as likely to have been separated.
- The divorce rate among Blacks closely resembles the divorce rate for the general population.

THE BLACK COMMUNITY

BRONX
CD's 3,4,5,12

BROOKLYN
CD's 2,3,5,8,9,16,17

MANHATTAN
CD's 9,10,11

QUEENS
CD's 12,13

STATEN ISLAND
CD 1

Figure 1

*Staten Island is 7.0% Black

TABLE II
Marital Status By Age and Sex

	Total Population (15 Years and Over)		Black Population (15 Years and Over)	
	Male (N=2,552,098)	Female (N=3,095,237)	Male (N=568,060)	Female (N=716,197)
Single, never married	37.4%	30.6%	43.7%	38.3%
Now married*	50.5	41.6	40.0	30.2
Separated	3.9	6.4	8.2	12.7
Widowed	3.6	14.7	3.6	11.9
Divorced	4.4	6.5	4.5	6.9

Source: 1980 Census: Summary Tape File 2B, Part B

* Spouse present or absent but not separated.

Household and Family Characteristics

- Black families in New York City are slightly larger than New York City families in general—3.5 versus 3.2 average family size.
- For Blacks, children are a larger proportion of the family household—38% among Blacks versus 32.4% in the general population.
- Black family households are more likely to include relatives (8.4%) than are family households in general (5.9%).
- Black householders tend to be younger than other householders.
- Fifty-eight point two percent of Black householders are younger than 45 years old; 47.5% of householders in general are this young.
- The average Black family is slightly larger than families in general.
- Married couple families constitute 68.4% of all families, but among Black families, married couples are only 48.7%.
- Black families are more likely than families in general to be composed of female householders with no husband—44.9% versus 26.3%.
- Black female householders with no husband, but with children, make up 31% of all Black families whereas, generally, only 15.9% of families are so constituted.
- Black families with a female householder and no husband are more likely than are families generally in this category to have children under 18 years old—77.1% versus 66.5%.

TABLE III
Household Composition

	Total Population (N=7,071,639)	Black Population (N=1,694,127)
In Family Household	**81.6%**	**84.3%**
Householder	24.8	23.5
Spouse	17.0	11.3
Child	32.4	38.7
Under 18*	22.8	28.1
Brother or Sister	1.6]	1.9]
Parent	1.1] (5.9%)	1.0] (8.4%)
Other Relatives	3.2]	5.5]
In Non-Family Household	**16.6**	**14.0**
Living Alone	12.9	10.7
Average Family Size	3.2	3.5

Source: 1980 Census: Summary Tape File 2B, Part B

* Never married, own child.

TABLE IV
Age of Householders

	(All Families) (N=1,757,564)	Black Families (N=398,765)
15 - 24 Years Old	5.2%	6.9%
25 - 35 Years Old	21.8	25.0
35 - 44 Years Old	20.5	26.3
45 and Over	52.4	41.6

Source: 1980 Census: Summary Tape File 2B, Part B

TABLE V
Average Family Size

	Total Population	Black Population
Persons Per Household	2.49	2.75
Persons Per Family Household	3.28	3.58
Persons Per Non-Family Household	1.14	1.16

Source: 1980 Census: Summary Tape File 2B, Part B

- Black families in New York City are much more likely than are families in general to include unmarried children under 18 years old—60.6% versus 47.9%.

TABLE VI
Types of Families

	All Families (N=1,757,564)	Black Families (N=398,765)
With Own Children	47.9%	60.6%
Married Couple Family	68.4	48.7
With Own Children	30.4	26.9
Male Householder, No Wife	5.2	6.3
With Children	1.6	2.6
Female Householder, No Husband	26.3	44.9
With Own Children	15.9	31.0

Source: 1980 Census: Summary Tape File 2B, Part B

TABLE VII
Female Householders With Children

	All Families Female Householder, No Husband (N=462,933)	Black Families Female Householder, No Husband (N=179,220)
With Related Child Under 18	66.5%	77.1%
With Rlated Child Under 6	28.7	35.3

Source: 1980 Census: Summary Tape File 2B, Part B

Bronx

According to the 1980 Census, 348,744 Black (non-Hispanic) persons live in the Bronx. The largest concentrations are in Community Districts 3, 4, 5 and 12. These four districts contain 57.2% of all Blacks who live in the Bronx. These districts are poverty areas containing high rates of overcrowding, substandard housing, public assistance and unemployment. In 1979, 27.6% of all persons in the Bronx were counted as below the poverty level. However, 32% of Blacks were so designated. The median family income for Blacks is $11,617. This is $5,284 less than White families living in the Bronx. For the four community districts previously identified, the median family income for Blacks is as follows:

CD3 - $7,942
CD4 - 9,307
CD5 - 8,355
CD12 - 18,595

Despite these glaring inequalities, these four community districts lost 25.3 million dollars in 1982 as a result of the federal budget cuts.[1] Losses in 1983 totalled 31.7 million dollars.[2] These facts leave little doubt that in the Bronx, the budget was indeed balanced on the backs of the poor.

[1] **Reaganomics and New York City. Pulling Us Apart,** a report prepared for the New York State Community Action Agency Directors Association and the Community Council of Greater New York by the Nova Institute, March 1982, p. 8.

[2] **Ibid.**

Bronx

THE BLACK COMMUNITY
Total Pop. - 1,168,972 - 100.0%
Black non-Hispanic Pop. -
348,744 - 29.8%

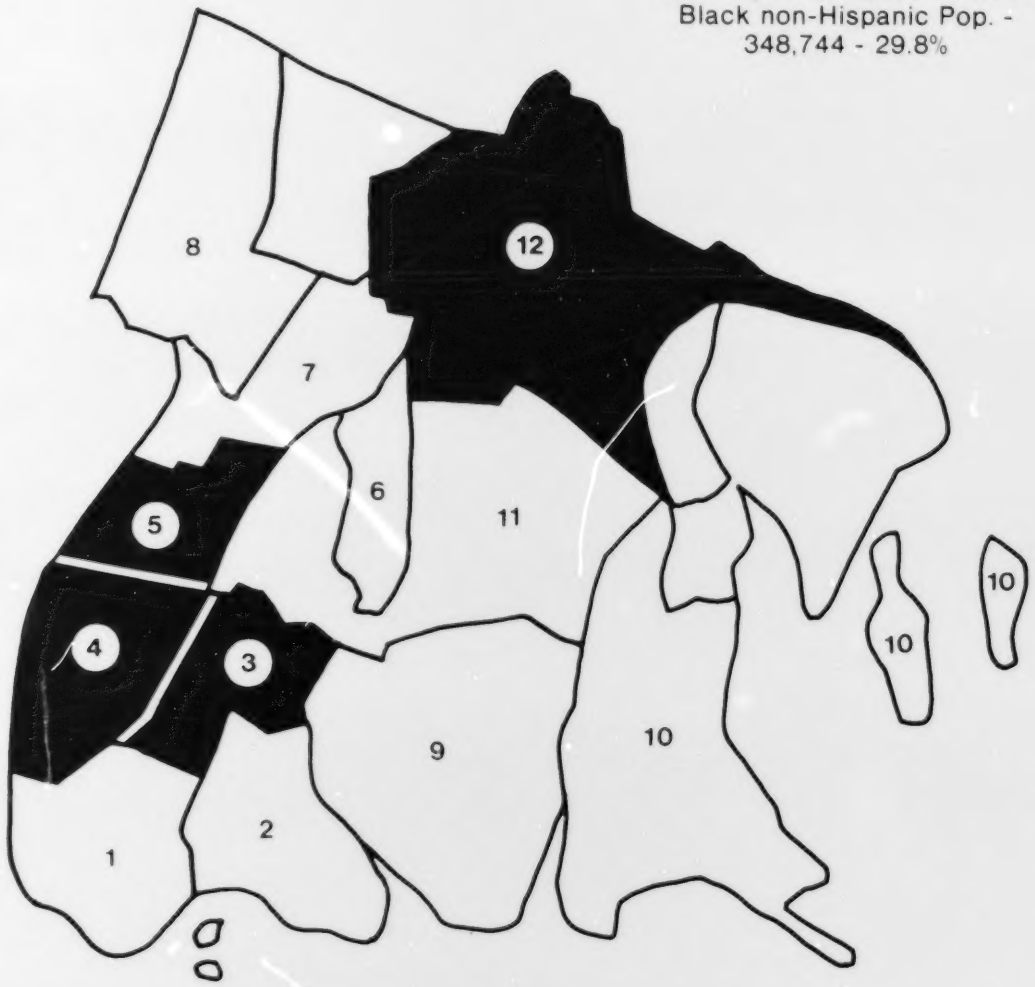


Figure 2

40% plus Black

Source: STF 1

	CD 3		CD 4		CD 5		CD 12	
Tot. Pop.	53772	100.0	114490	100.0	108083	100.0	128269	100.0
White	685	1.2	6309	5.5	6735	6.2	43951	34.2
Black	34690	64.5	56145	49.0	47553	43.9	61184	47.6
Hispanic	17990	33.4	48787	42.6	50507	46.7	20608	16.0

N. E. Does not add up to 100% due to exclusion of "other" category.

Brooklyn

Brooklyn has the largest Black population in New York City with 689,626 Black persons who comprise 30.9% of the borough's population. The major concentration of Blacks are in Community Districts 2, 3, 5, 8, 9, 16 and 17. These seven community districts contain 80.3% of all Blacks who reside in Brooklyn and they are among the poorest communities in the borough. Districts 3, and 16 are notable for their high concentrations of Blacks with 84.9% and 81.8% respectively. The median family income for Blacks in Brooklyn is $5,989 less than White families at $11,574. For the seven community districts cited above, the median family income is as follows:

CD 2	-	$10,855
CD 3	-	9,592
CD 5	-	12,190
CD 8	-	10,455
CD 9	-	13,087
CD 16	-	8,710
CD 17	-	15,395

In 1979, 23.9% of all persons in Brooklyn were below the poverty level while 31.7% of Blacks were so designated. Brooklyn has been heavily affected by the federal budget cuts. The seven community districts cited above jointly lost 61.9 million federal dollars in 1982 and an additional 69.2 million in 1983.[3] These cuts have adversely affected Black life in these communities.

[3] **Ibid.**

Brooklyn

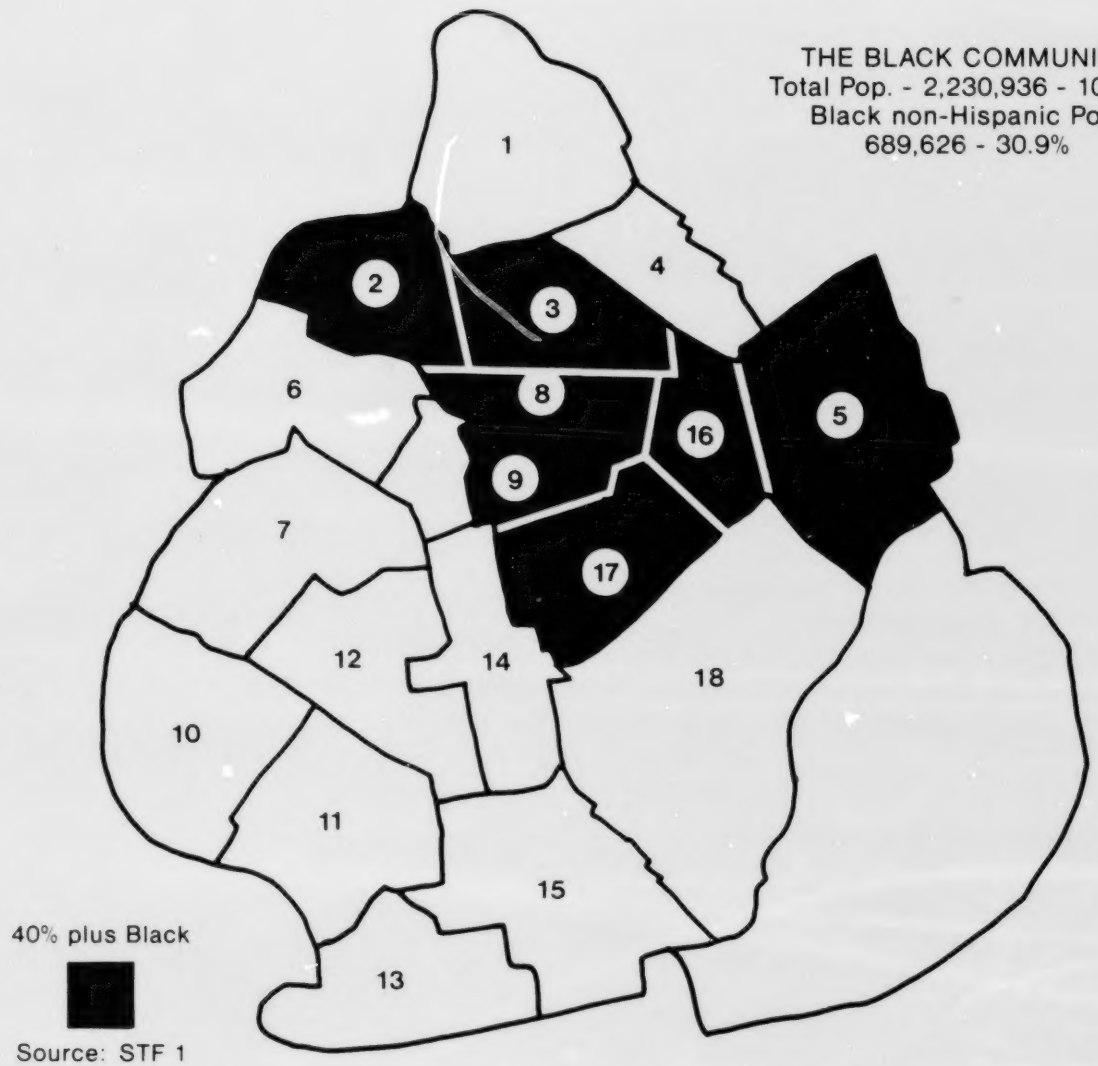


Figure 3

	CD 2		CD 3		CD 5		CD 8	
Total Pop.	92869	100.0	133451	100.0	154953	100.0	88953	100.0
White	29808	32.0	1308	.9	28601	18.4	4250	4.7
Black	43842	47.2	113315	84.9	67729	43.7	75539	84.9
Hispanic	16182	17.4	17633	13.2	54030	34.8	7696	8.6

	CD 9		CD 16		CD 17	
Total Pop.	96865	100.0	73901	100.0	154473	100.0
White	9524	9.8	1054	1.4	18144	11.7
Black	75397	77.8	60502	81.1	118133	76.4
Hispanic	9262	9.5	11436	15.4	13607	8.8

N. B. Does not add up to 100% due to exclusion of "other" category.

Manhattan

The Borough of Manhattan has 290,218 Blacks and ranks fourth behind Brooklyn, the Bronx and Queens in percentage of Black New Yorkers. Community Districts 9, 10 and 11 contain 68% of all Blacks who live in Manhattan. Community District 10, Central Harlem, has the largest concentration with 94.1%. Blacks are somewhat evenly distributed in the other two community districts.

The median family income for Blacks in Manhattan is $10,778. In Community Districts 9, 10 and 11, the median family income is $10,985, $9,450 and $10,130 respectively. Blacks were 33.7% of those below the poverty level in Manhattan when computed in 1979. The loss of federal dollars for these communities was 31.9 million dollars in 1982 and an additional 30.3 in 1983.[4] Community District 10, Central Harlem, was the most heavily affected over the two-year period.

[4] **Ibid.**

Manhattan

THE BLACK COMMUNITY
Total Pop. - 1,428,285 - 100.0%
Black non-Hispanic Pop.
290,218 - 20.3%

40% plus Black

Source: STF 1

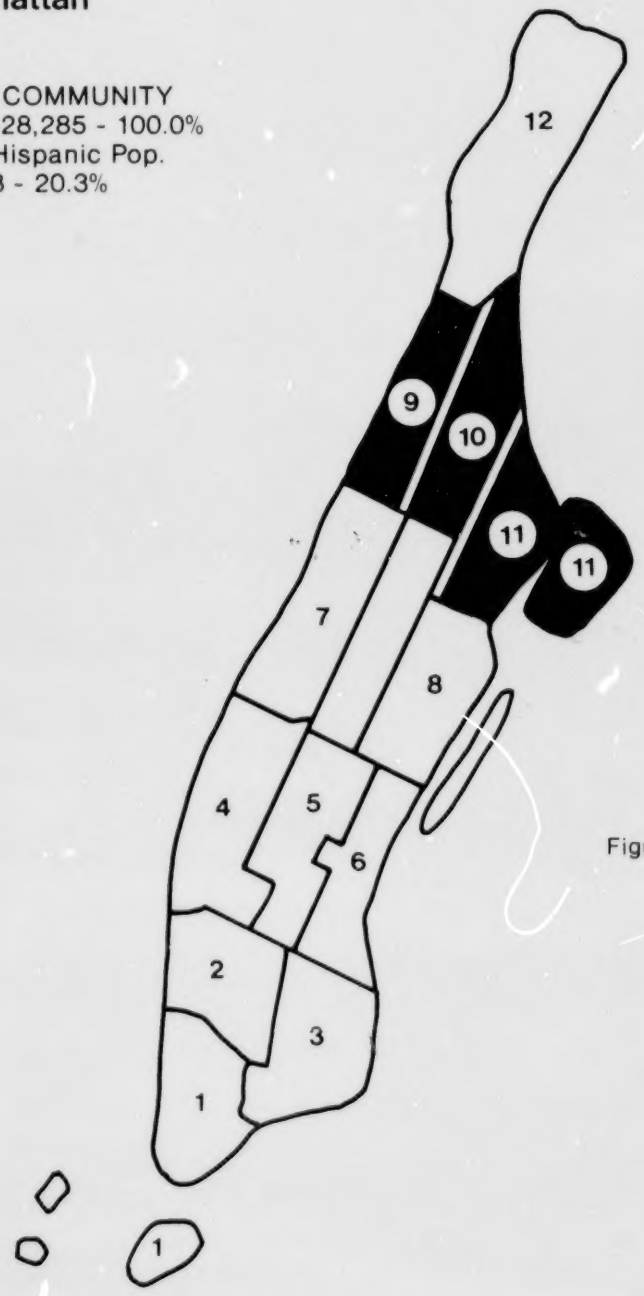


Figure 4

	CD 9		CD 10		CD 11	
Tot. Pop.	103129	100.0	105780	100.0	114423	100.0
White	20473	19.8	653	.6	9171	8.0
Black	48007	46.5	99572	94.1	49176	42.9
Hispanic	29813	28.9	4606	4.3	54066	47.2

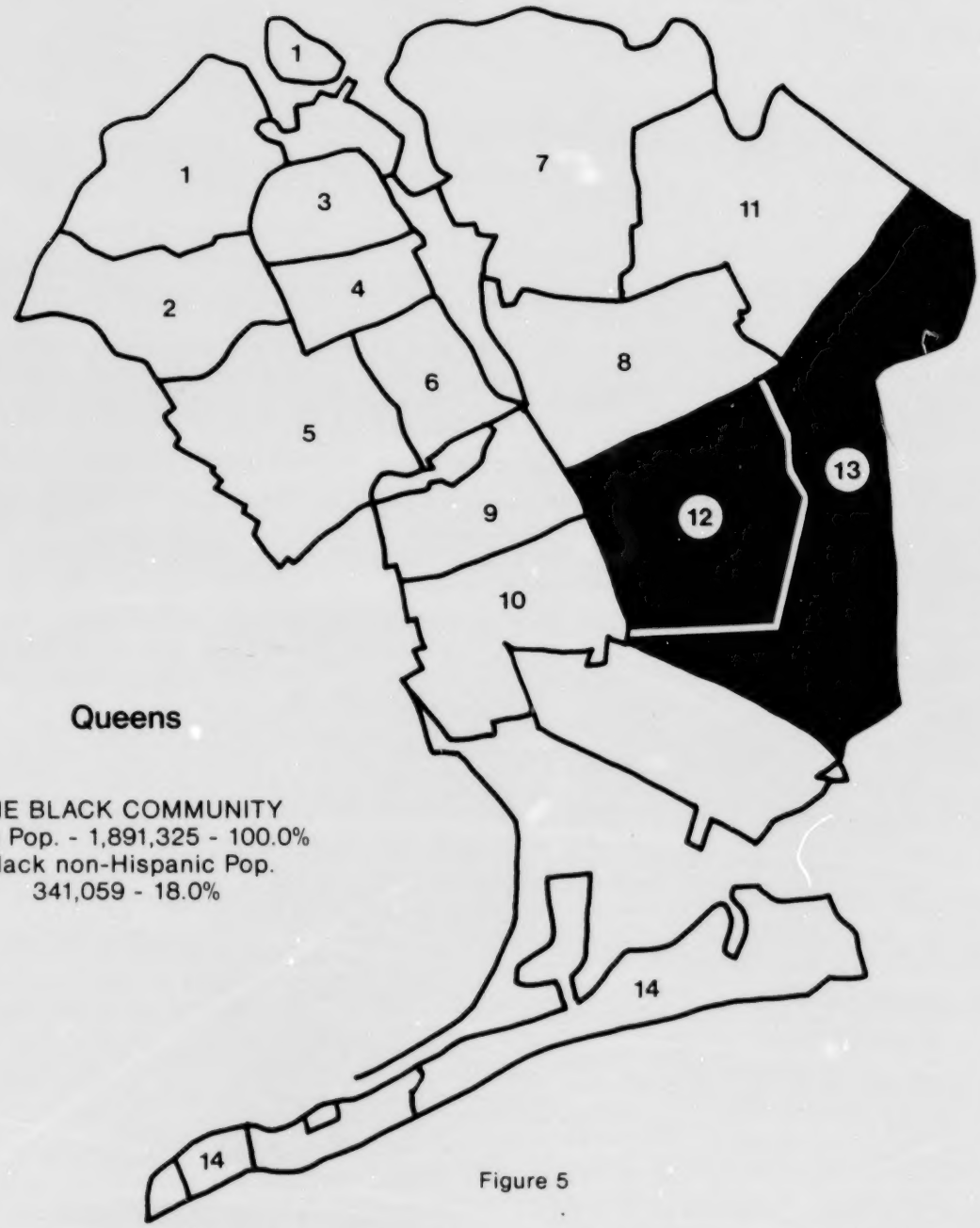
N. B. Does not add up to 100% due to exclusion of "other" category.

Queens

The Black population of Queens is 341,059. Blacks are concentrated primarily in Community District 12 and to a lesser degree, in 13. These two community districts contain 63.4% of all Blacks who live in Queens. For the most part, Blacks living in Queens are better off than those living in other parts of the city.

The median family income for Black families in Queens is $17,497. In Community Districts 12 and 13, the median family income is $17,760 and $24,140 respectively. Federal cuts in Community District 12, South Jamaica, were 11.7 million dollars in 1982 and 10.8 million in 1983.[5] In Queens, 18.7% of Blacks are below the poverty level.

[5] **Ibid.**



Queens

THE BLACK COMMUNITY
Total Pop. - 1,891,325 - 100.0%
Black non-Hispanic Pop.
341,059 - 18.0%

Figure 5

40% plus Black

Source: STF 1

	CD 12		CD 13	
Total Pop.	189557	100.0	173553	100.0
White	16960	8.9	86413	49.7
Black	146713	77.3	69662	40.1
Hispanic	20013	10.5	13141	7.5

N. B. Does not add up to 100% due to exclusion of "other" category.

Staten Island

Staten Island has the smallest number of Blacks with 24,480. They are 7.0% of the island's total population and are located primarily in Community District 1. The 21,448 Blacks who live in CD 1 are 87.6% of all Blacks who reside on Staten Island.

The median family income for Black families on Staten Island is $11,227. Among Blacks on the island, 29.1% were counted as below the poverty level in 1979.

Although racial discrimination exists throughout New York City, Staten Island appears to stand out with respect to overt discrimination and racial animosity. Past incidents of racially motivated attacks against Blacks, fire bombings of Black homes and racial disturbances in schools, attest to a strong anti-Black sentiment on Staten Island.[6]

Housing patterns evidence the least residential dispersion in New York City.

[6] **Staten Island Advance,** November 20, 1983, p. A5.

Staten Island

THE BLACK COMMUNITY
Total Pop. 352,121 - 100.0%
Black non-Hispanic Pop.
24,480 - 7.0%

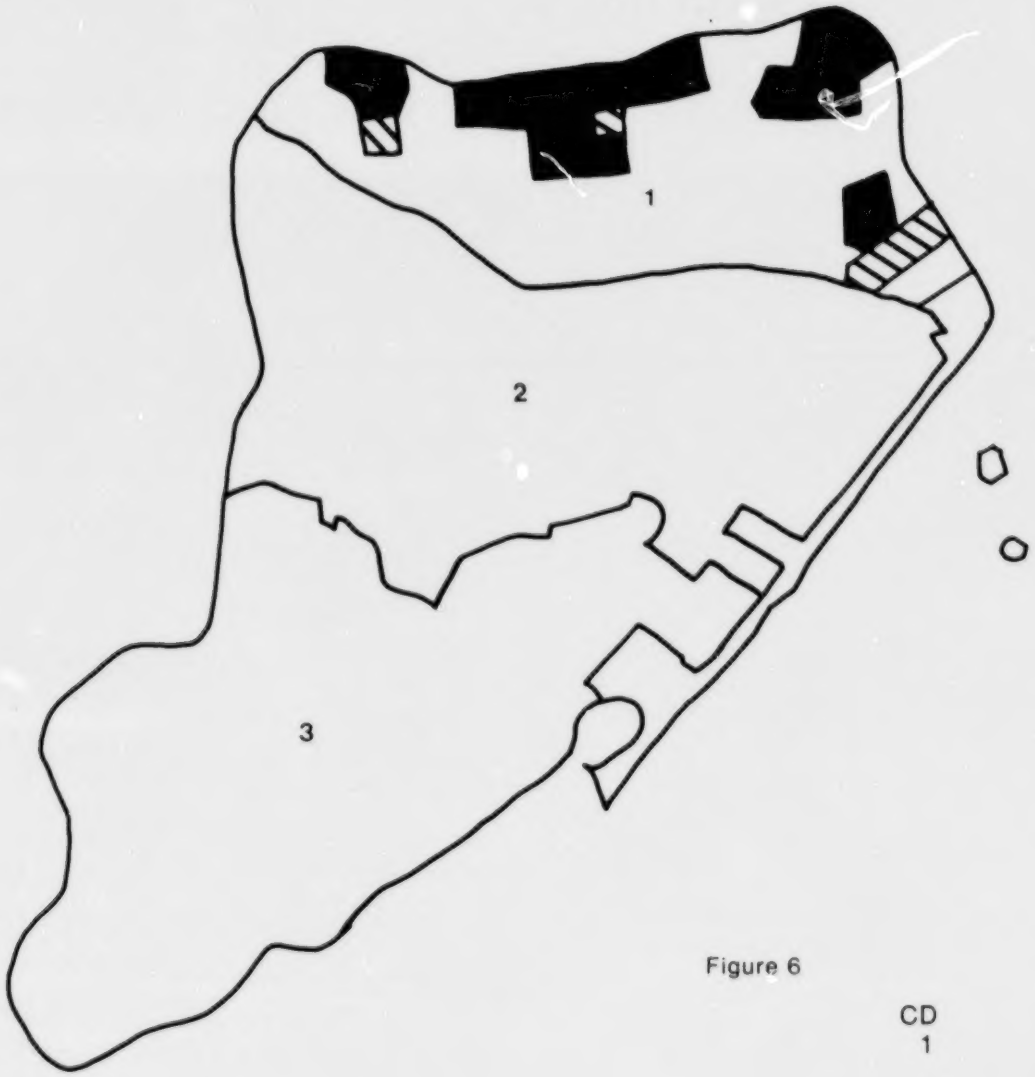


Figure 6

CD 1		
Tot. Pop.	138209	100.0
White	101920	73.7
Black	21448	15.5
Hispanic	11255	8.1

50% - 74.9%

25% - 49.9%

N. B. Does not add up to 100% due to exclusion of "other" category.

III. HUMAN SERVICE ISSUES IN THE BLACK COMMUNITY

Quality health care, enriching education, remunerative employment, and affordable adequate shelter elude many Black families in New York City. Since the family has long been the focal unit of society and the center for parenting, it is clear that existing conditions produce negative consequences for Black families.

The health care system is charged with maintaining and/or restoring physical and mental well being among the individuals in its constituency. As one of the major support systems of the society, health care is designed to alleviate distress, provide satisfactory preventive care and enhance the coping skills of families and individuals. When the health care delivery system fails or performs inadequately the capacity of families to carry out their functions is greatly diminished. Illness adversely affects a family's economic viability because of unemployment, the pressure of unpaid bills and diminished consumption patterns. Severe or prolonged illness disrupts the family when parenting roles are interrupted and children enter foster care.

Black and poor communities are often already at marginal survival levels. They suffer more illness and disability, have less accessibility to service and endure a lower quality of service. Some evidence of problems in the health care system are long clinic waiting lines, hospital emergency rooms which serve as basic health care agents, and the fact that people use these resources only when absolutely necessary.

For all Americans, including Blacks, there is a correlation between education and economic advancement. Black parents have sent their children to public schools, even legally segregated schools, with the expectation that their children would receive a decent education. Reports now indicate that the public school system is failing our children. The report of the National Commission on Excellence in Education stated that "our nation is at risk...the educational foundations of our society are presently being eroded by a rising tide of mediocrity that threatens our various futures as a nation and as a people."

In education, then, it is no longer just a question of remedial programs. Now is the time to shore up the basic education system to make sure that minority children have access to the opportunities that await all young people.

Unemployment imposes high costs in the Black community. Both Black and White families responded to the recent recession with reduced self-esteem, dependency and loss of self-respect. Unemployment often fosters crime and self-destructive forms of deviant behavior. Ultimately, unemployment forces poor and Black families into the system that relies on government funded benefits and services. Since Black men are twice as likely to be unemployed as Whites and Black women counterparts, Black families — in addition to the conventional kinds of assistance available to the unemployed, need help to resist depression, low self-esteem and alienation.

Availability of adequate and inexpensive day care facilities is another corollary issue to unemployment. Since Black women are more likely to be in the labor force and heads of house-holds containing children under the age of six, child care often emerges as the critical factor between an individual working and not working. Unsatisfactory child care arrangements prevent women from taking advantage of available employment and training often force women to take part-time poorly paid employment and frequently cause women to leave their jobs when the cost of child care equals or exceeds their pay.

In New York City, 87% of those receiving public assistance are women and children. The U.S. Commission on Civil rights recently reported that among women heading households with children, the poverty rate is 42% for whites, 67% Hispanics and 68% for Blacks. Day care services which will permit women to take advantage of training and employment are long overdue.

No problem threatens the stability of family life more severely than lack of adequate shelter. The already documented inadequacies of housing stock in the Black community are exacerbated by increased job cuts, pay reductions, gentrification, business migration, and New York City's estimated vacancy rate. Black families generally have had to spend a larger portion of family income to ensure a roof over their heads.

Discrimination, poverty and limited low and middle income housing causes many Black families to seek shelter in welfare hotels. Many of these families are placed in welfare hotels in New York while others have been placed by our local government in New Jersey because of the lack of rooms here; families thus placed often fear for their lives and possessions.

Black children are placed in foster care when their parents cannot find adequate shelter. Family support networks based on kinship ties are disrupted when relatives are relocated; these conditions can be linked directly to the breakup of many families.

The economic security required for family cohesiveness cannot be obtained within the context of the present social services system. This incoherent system, with contradictory eligibility criteria, discourages work and undermines family stability. Black families who must rely on these programs are forced deeper into poverty and confusion.

It is more than apparent that many Black families in New York City are hanging on by a steadily unraveling rope. The economic and social dislocation which characterizes their lives is overwhelming and impedes their functioning. It is imperative that measures be taken to expand the helping resources available to them.

The erroneous belief on the part of many New Yorkers that significant economic progress by Blacks has diminished the need for vigorous social involvement serves to perpetuate the conditions described in this report. Equality of opportunity is yet to be realized by Blacks and other minorities in attaining health care, education, employment, housing and economic security.

Health

In New York City, blacks are disproportionately represented among the poor. Access and quality health care are highly correlated with income. For higher-income groups, access to care, continuity of care, health education and ability to pay are taken for granted. Low income Blacks have higher infant mortality rates, low birth weight infants, limited prenatal care and delayed medical care. Low income Blacks, more often than not, live in communities designated as medically underserved and as health manpower shortage areas. Central to health care problems in the Black community are two important factors—heavy reliance on out-patient facilities in municipal hospitals and limited access to private insurance plans.

The ultimate fate of municipal hospitals in New York City will have major consequences for the poor and disadvantaged. According to recent findings, Blacks are two or three times more likely to visit hospital out-patient clinics and emergency rooms than are Whites.[7] Emergency rooms replace the private physician in Black communities. This is caused by financing mechanisms which create disincentives for private physicians who respond to the needs of the poor. Medicaid, the major source of health care coverage for the poor, is currently being revised to "contain" costs. Proposals to change eligibility, co-payments and filial responsibility seriously threaten the already limited benefits of the Medicaid program for the poor.

Bronx. In 1977, the infant mortality rate was 22.7 per live births in Community Districts 3, 4 and 5. This figure was higher than the rates for the borough and the city, at 19.3 and 17.8 respectively. The percentage of live births with late or no prenatal care also exceeded similar figures for the borough and the city at 34% in

[7] **Advance Data, U.S. Department of Health, Education and Welfare, No. 50, July 23, 1979.**

Districts 3 and 4 and 31.4% in District 5. The percentage of low birth weight infants, 12.6% in Districts 3 and 4 and 11.7% in District 5, were among the highest in the city and borough. The proportion of children lacking proper immunizations in Districts 3 and 4 was higher than the overall rates for the borough. The overwhelming majority of the Census tracts in Community Districts 3 and 4 are medically underserved and are marked as health manpower shortage areas; significant numbers of the tracts in Community District 5 also have been designated health manpower shortage areas.

Brooklyn. The infant mortality rate in Brooklyn's Black communities points to the need for increased attention to maternal and infant care. In Community Districts 3, 5 and 16, the rates are among the highest in the borough while Community District 8 has an infant mortality rate which exceeds the national rate. These same communities are notable for their percentages of live births with late or no prenatal care. In Community District 3, the rate of such births is 25.6% while it is 18.5% for Brooklyn and 20.1% for the city. The percentages of low birth weight infants follows similar trends. Significant proportions of Brooklyn's Black communities have been designated health manpower shortage areas and medically underserved.

Manhattan. The infant mortality rates for the Black communities in Manhattan do not compare favorably with the rest of the city. In Community District 9, the infant mortality rate of 15.6 per 1,000 live births exceeds the rate for the borough, the state and the nation. Live births with late or no prenatal care are 20.6% of births in Community District 9 and almost one-third of births in Community District 10. Premature births at 15.4% in Community District 10 are higher than the city rate, 9.2%. Community Districts 9 and 10 are notable for large areas which have been designated as medically underserved and health manpower shortage areas.

Queens. Community District 12 in Queens has a higher infant mortality rate and neonatal mortality rate than the city. Premature births are high and there is inadquate prenatal care. Large sections of Queens have been designated health manpower shortage areas.

Education

Observers of public education in the City of New York would agree that there exists a serious crisis of legitimacy in our public education. There is substantial evidence to suggest that pupil performance, retention and attendance are major problems for the system. Far too many Black students, upon completion of elementary and secondary school, are so deficient in basic learning that they do not possess and acquire marketable skills. The meagerness of computer training in the education process further underscores the extent to which public school students are being ill-prepared to participate in a society which requires familiarity with the computer.

The consequences of a second-rate education are clear; in 1954 the Supreme Court formalized opinions about the general importance of education when it said: "In these days it is doubtful that any child may reasonably be expected to succeed in life if he is denied the opportunity of an education."[8] More recently the National Commission on Excellence in Education, in its report, A Nation at Risk, warned of chilling consequences for such deficiencies in basic learning:

> ***"The people of the United States need to know that individuals in our society who do not possess the level of skill, literacy and training essential to this new era will be effectively disenfranchised, not simply from the material rewards that accompany competent performance, but also from the chance to participate fully in our national life."*** [9]

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[8] **Brown v. Board of Education,** 347 U.S. 438 at 494

[9] **A Nation at Risk, the National Commission on Excellence in Education April, 1983, p. 7.**

Enormous social costs are incurred when the educational system fails and national educational goals are thwarted. There is a massive waste of tax dollars and a steady flow of persons are produced who are marked for social dependency, unemployment and sustained downward mobility.

It is no exaggeration to say that in New York City, when the educational system fails, the minority communities are affected most severely. Comparing the total number of children ages 5-18 with the number of children enrolled in public schools indicates that 87.5% of all Black children compared with 67.5% of White children attend city public schools. An analysis of data on student reading and math skills demonstrates that students drop out long before actually leaving school. The school districts report that significant percentages of students are below grade level in both reading and math.

High schools present challenges which unprepared students are ill-equipped to handle. Thus, recent figures on the dropout count in high schools serving Black communities is no surprise. Table VIII below provides dropout figures for 1982-83. The Board of Education has estimated that the four-year dropout rate is 45%. ASPIRA estimates a 79.7% drop rate for Hispanics, ~~78%~~ 72 % for Blacks and 49.8% for Whites.

TABLE VIII
ANNUAL DROPOUT RATE FOR HIGH SCHOOLS IN MAJORITY BLACK DISTRICTS 1982 - 1983

Borough	School	% Of Dropouts
Bronx	**Walton**	**13.4**
	William H. Taft	**13.9**
Brooklyn	George W. Wingate	14.4
	Thomas Jefferson	19.9
	Boys & Girls	20.0
Manhattan	**George Washington**	**17.3**
	Louis D. Brandeis	**17.1**
	Martin L. King	**15.9**
Queens	Andrew Jackson	16.9

Dropout statistics suggest that the New York City public schools are not providing the quality of education necessary for students to participate fully. Equally important is the content of instruction. The exponential increase in computer technology in society generally, and in the job market specifically, gives rise to questions around student preparation in this area.

- In Manhattan, Blacks are largely represented in kindergarden through high school while Whites dominate in college.
- Of all students attending schools in the five boroughs, nearly one-half

are enrolled at the kindergarden through eighth grade level. (See Table IX)

- Among persons 25 years old and older, approximately one person in three has completed high school, but not college.
- Forty-four point two percent of Manhattan's White adults have completed 4 years of college compared to only 9.4% among Black adults.
- In all boroughs, Whites are more likely to have completed four or more years of college.

TABLE IX

SCHOOL ENROLLMENT BY BOROUGH AND RACE

	Bronx		Brooklyn		Manhattan		Queens		Staten Island	
	Total (327,493)	Black (124,968)	Total (603,672)	Black (244,621)	Total (311,164)	Black (81,678)	Total (457,837)	Black (121,378)	Total (102,626)	Black (9,864)
Nursery School	2.9%	3.9%	3.3%	4.0%	3.8%	4.4%	3.1%	3.6%	4.2%	4.3%
Kindergarden & Elementary (1 to 8 yrs.)	52.2	50.0	51.5	50.6	40.2	45.6	47.1	48.5	51.5	53.2
High School (1 to 4 yrs.)	25.4	27.5	25.0	26.8	20.7	27.1	24.8	27.4	24.9	23.3
College	19.3	18.5	20.2	18.7	35.3	22.9	24.9	20.5	19.4	19.2

Source: 1980 Census: Summary Tape File 2B, Part B

TABLE X

IN EACH BOROUGH PERSONS 25 YEARS AND OLDER BY RACE AND YEARS OF SCHOOL COMPLETED

	Bronx		Brooklyn		Manhattan		Queens		Staten Island	
	Black (196,708)	White (372,400)	Black (404,443)	White (847,016)	Black (221,356)	White (669,148)	Black 194,352)	White (946,247)	Black (11,858)	White (191,312)
Elementary										
0-8 yrs.	19.8%	30.0%	19.3%	26.9%	22.4%	13.4%	15.6%	22.0%	18.5%	14.9%
High School										
1-3 yrs.	23.7	17.8	20.3	16.8	20.9	7.8	19.3	15.5	19.1	16.2
4 yrs.	34.8	31.9	33.4	32.0	26.4	19.0	36.9	34.4	35.7	40.1
College										
1-3 yrs.	14.8	9.2	20.3	10.3	20.9	15.6	18.0	12.7	14.2	14.2
4 or more yrs.	6.9	11.2	6.7	13.9	9.4	44.2	10.2	15.4	9.0	14.5

Source: 1980 Census: Summary Tape File 2B, Part B

Employment

Most hopes for status, security, respect and equality hinge for realization on employment. Access to quality of employment and level of remuneration are central to a meaningful life. The link between employment and equality of opportunity has been repeatedly documented. The 1980 National Urban League's *Black Pulse* study found unemployment to be 'unequivocally' the major problem in the Black community. Lack of adequate employment was cited by the Kerner Commission as a major factor in the civil disturbances of the late 1960's. Unemployment continues to menace the Black communities in New York City.

In New York City, the plight of the Black community in 1982 and 1983 is partially depicted in Table XI below. The official rate of unemployment for Blacks consistently exceeded the rate for the city. Generally speaking, the unemployment picture for Blacks deteriorated from year to year. Contributing significantly to this worsening picture were cuts in the Public Service Employment Programs (CETA) which resulted from the Omnibus Reconciliation Act of 1981. Evident is the fact that about half of New York City's teenagers will enter adulthood with no work experience given the astronomical unemployment figures for this group.

TABLE XI
UNEMPLOYMENT - NEW YORK CITY AND BLACKS
FOUR QUARTERS - 1982, 1983

	N.Y.C TOTAL		BLACKS							
			BLACK TOTAL		MALES		FEMALES		TEENAGERS 16-19	
	1982	1983	'82	'83	'82	'83	'82	'83	'82	'83
Jan. - Mar.	9.5	9.9	14.6	14.7	15.5	16.1	13.5	13.2	56.8	62.9
Apr. - Jun.	9.2	9.0	11.7	13.9	15.1	16.0	8.2	11.7	41.4	59.8
July - Sept.	9.8	10.5	14.4	15.1	16.1	19.3	12.8	11.1	40.4	43.9
Oct. - Dec.	9.5	8.3	14.1	11.8	17.2	15.9	10.6	7.5	57.0	43.3

The National Urban League's Hidden Unemployment Index goes beyond official Department of Labor Statistics and takes into account discouraged workers and the under-employed who desire and need full-time employment. Were official statistics adjusted using the NUL Index, unemployment figures would reflect more realistically the economic condition in the Black community.

The failure to address unemployment is made worse by federal legislation which limits the state's ability to extend unemployment benefits from 26 to 39 weeks and the stipulation that qualification for the extension be predicated on willingness to accept any employment with pay comparable to unemployment benefits rather than pay of prior employment.

Table XII below provides rough estimates of unemployment in the boroughs for the quarters of 1982 and 1983. These figures, like all unemployment figures, must be interpreted with extreme caution since they only measure those persons actively seeking employment and do not count "discouraged" or part-time workers. Despite these shortcomings, Table XII, when compared with similar figures for the Black communities throughout the boroughs, illustrates the wide variation between unemployment estimates for New York City, the borough and the Black communities within the boroughs.

TABLE XII

UNEMPLOYMENT - NEW YORK CITY
FOUR QUARTERS 1982, 1983
BY BOROUGH

	Bronx		Brooklyn		Manhattan		Queens		Staten Island	
	82	83	82	83	82	83	82	83	82	83
Jan. - Mar.	9.1	9.5	10.5	10.7	10.2	10.5	8.7	9.3	5.7	7.0
Apr. - Jun.	8.8	8.7	10.3	9.7	10.0	9.6	8.4	8.4	5.5	6.8
July - Sept.	9.4	9.9	10.6	11.3	10.8	11.2	9.1	9.7	6.6	8.2
Oct. - Dec.	9.0	7.9	10.2	8.9	11.1	9.4	8.5	7.5	5.6	6.1

In the Bronx (Table XIII), selected CD unemployment figures for the second, third and fourth quarters of 1983 are two to three times larger than similar figures given for the borough. Making similar comparisons for Brooklyn we find that the figures for Black communities (Table XIV) are significantly greater than borough figures. Community Districts 3, 8 and 16 are most notable for high unemployment percentages. Manhattan (Table XV) reveals a similar pattern with Community District 10, Central Harlem, presenting unemployment percentages two to three times greater than borough figures for the same time period. Only in Community Districts 13 in Queens and 1 in Staten Island do we find a partial convergence between borough unempoyment figures and those in the mostly Black Community Districts (Tables XVI and XVII).

TABLE XIII

UNEMPLOYMENT BY COMMUNITY DISTRICT - THE BRONX THREE QUARTERS - 1983

COMMUNITY DISTRICT	APR. - JUN.		JULY - SEPT.		OCT. - DEC.	
	Total	Youth 16-19	Total	Youth 16-19	Total	Youth 16-19
	%	%	%	%	%	%
3	17	60	20	60	18	60
4	15	58	18	58	16	58
5	17	57	19	57	17	57
12	8	46	10	46	9	46

TABLE XIV

UNEMPLOYMENT BY COMMUNITY DISTRICT- QUEENS THREE QUARTERS - 1983

COMMUNITY DISTRICT	APR. - JUN.		JULY - SEPT.		OCT. - DEC.	
	Total	Youth 16-19	Total	Youth 16-19	Total	Youth 16-19
	%	%	%	%	%	%
12	9	56	11	56	10	56
13	7	40	8	40	7	40

TABLE XV

UNEMPLOYMENT BY COMMUNITY DISTRICT - STATEN ISLAND THREE QUARTERS - 1983

COMMUNITY DISTRICT	APR. - JUN.		JULY - SEPT.		OCT. - DEC.	
	Total	Youth 16-19	Total	Youth 16-19	Total	Youth 16-19
	%	%	%	%	%	%
1	7	26	8	26	7	26

TABLE XVI

UNEMPLOYMENT BY COMMUNITY DISTRICT - BROOKLYN THREE QUARTERS - 1983

COMMUNITY DISTRICT	APR. - JUN.		JULY - SEPT.		OCT. - DEC.	
	Total	Youth 16-19	Total	Youth 16-19	Total	Youth 16-19
	%	%	%	%	%	%
2	12	46	13	46	12	46
3	18	60	21	60	17	60
5	13	52	15	52	14	52
8	17	58	19	58	17	58
9	12	56	13	56	12	56
16	20	60	23	60	21	60
17	10	56	12	56	11	56

TABLE XVII

UNEMPLOYMENT BY COMMUNITY DISTRICT - MANHATTAN THREE QUARTERS - 1983

COMMUNITY DISTRICT	APR. - JUN.		JULY - SEPT.		OCT. - DEC.	
	Total	Youth 16-19	Total	Youth 16-19	Total	Youth 16-19
	%	%	%	%	%	%
9	12	51	13	51	12	51
10	18	60	21	60	19	60
11	14	58	16	58	15	58

- In each borough except Queens, approximately one-third of Black families live below the poverty level.
- Black families in Queens are least likely to live below the poverty level with nearly one-half (43.1%) earning $20,000 or more and only 18.7% below the poverty lvel.
- When compared to White families, Black families are twice as likely to earn less than $5,000 and to live in poverty.

TABLE XVIII

Family Income, 1979 By Borough

	Bronx		Brooklyn		Manhattan		Queens		Staten Is.	
	Black	White	Black	White	Black	White	Black	White	Black	White
Less than $5,000	22.8%	11.6%	21.9%	10.3%	23.1%	8.0%	11.5%	5.4%	20.0%	9.1%
$5,000 to 19,999	50.8	46.2	53.3	46.4	55.3	34.0	45.4	39.9	50.5	30.7
$20,000 or more	26.2	41.6	24.7	43.3	21.6	58.0	43.1	54.7	29.5	65.1
Percent Below Poverty	32.0	17.5	31.7	16.2	33.7	13.9	18.7	8.6	29.0	6.2

Source: 1980 Census; Summary Tape File 2B, Part B

- The unemployment rate for Black men and women is consistently higher than for whites in every borough.
- There is a large discrepency in labor force participation between Blacks (lower) and Whites (higher) in Manhattan (men & women) and Staten Island (men).
- In all boroughs except Manhattan a larger percentage of Black than White women are in the labor force.
- Black men in Manhattan experience a low labor force participation rate, 58.2% and White men in Manhattan a high one, 77%.
- The percentage of Black women in the labor force is consistent across the boroughs.

TABLE XIX

LABOR FORCE STATUS FOR MEN
BY RACE AND BOROUGH - 16 YEARS AND OVER

	Bronx		Brooklyn		Manhattan		Queens		Staten Island	
	Black	White	Black	White	Black	White	Black	White	Black	White
	(109,273)	(199,239)	(208,973)	(467,068)	(111,487)	(358,958)	(110,618)	(511,528)	(7,497)	(112,861)
Percent Labor Force Particpation	62.7%	63.6%	66.1%	66.6%	58.2%	77.0%	70.7%	72.4%	60.2%	74.7%
Percent Unemployed	13.5	6.6	13.1	6.7	15.1	5.6	9.6	5.4	12.2	4.4
Percent Not in Labor Force	37.2	36.3	33.8	33.3	41.7	22.9	29.2	27.5	39.7	25.2

TABLE XX

LABOR FORCE STATUS FOR WOMEN BY RACE AND BOROUGH - 16 YEARS AND OVER

	Bronx		Brooklyn		Manhattan		Queens		Staten Island	
	Black	White	Black	White	Black	White	Black	White	Black	White
	(153,645)	(248,858)	(292,789)	(552,834)	(135,824)	(415,196)	(144,492)	(613,075)	(9,298)	(124,628)
Percent Labor Force Particpation	50.4%	38.1%	51.8%	39.8%	46.0%	58.8%	57.2%	46.6%	8.9%	5.6%
Percent Unemployed	10.0	6.9	10.8	7.5	10.2	5.6	7.6	5.9	52.3	55.3
Percent Not in Labor Force	49.5	61.8	48.1	60.1	53.9	41.1	42.7	53.3	39.7	25.2

Source: 1980 Census: Summary Tape File 2B, Part B

Housing

The shortage of affordable housing in New York City has been an ongoing concern, but rarely has it commanded as much attention as it does now. Creating this widespread attention has been escalating rents, rapid displacement, insufficient shelter allowances for the poor, high rates of unemployment, inappropriate housing of families in hotels and a precipitous increase in the number of homeless families and individuals. Housing is influenced by a myriad of factors such as federal economic policy, transportation policy, rates of unemployment and real income. The common feature of these factors is that they are largely beyond the power of those who are adversely affected to influence or control.

In Black and minority communities the lack of adequate low-cost housing is especially burdensome. Inflated housing costs are not matched by comparable growth in household incomes. Discrimination, abandonment and cooperative and condominium conversions rapidly change whole neighborhoods. The major problems which characterize inadequate housing—faulty plumbing, limited kitchen facilities, unsanitary sewage disposal, flawed heating units and unsafe lighting and wiring—are all too common.

For the very poor the picture is bleak. The shelter allowance for a three-person family on welfare is only $194 per month. There is substantial evidence which suggests that families receiving public assistance pay proportionately more to live in adequate housing than families of similar income not receiving public assistance. Compounding this situation is the fact that New York City's public housing waiting list has grown to 170,000 and is steadily increasing. Prospects for improvement have been further diminished by a $30 million reduction in Section 8 housing sub-sidies in the poverty areas of the city.

Table XXI below presents key indices of inadequate housing in the Black community of New York City.

TABLE XXI

INDICES OF INADEQUATE HOUSING IN THE BLACK COMMUNITY

BOROUGH	CD #	NO. OF BLDGS.	% IN REM*	% WITH 25 OR MORE VIOLATIONS	% WITH HIGH ABANDONMENT FACTOR
Bronx	**3**	**1431**	**44.16**	**13.00**	**23.97**
	4	**1615**	**24.27**	**26.81**	**34.83**
	5	**1444**	**13.99**	**27.35**	**27.49**
	12	**2283**	**1.62**	**2.93**	**0.92**
Brooklyn	2	3581	8.60	10.47	4.16
	3	6855	24.73	9.61	7.22
	5	4090	23.74	8.24	4.89
	8	3588	15.69	20.01	15.33
	9	1384	3.83	29.70	16.04
	16	2612	28.41	10.64	9.76
	17	3449	1.16	10.58	2.96
Manhattan	**9**	**1955**	**17.75**	**28.59**	**28.18**
	10	**4057**	**34.75**	**21.12**	**33.77**
	11	**2338**	**24.98**	**26.00**	**27.84**
Queens	12	1486	7.47	10.5	2.96
	13	458	4.15	6.77	0.44
Staten Island	**1**	**750**	**6.93**	**15.73**	**3.87**

*In rem refers to properties the city has foreclosed because of unpaid taxes. Violations on buildings can include any combination of the factors described above characterizing inadequate housing. High abandonment factor is a term which includes many indicators. Some of them include large numbers of violations, poor maintenance, real estate tax arrears and emergency repair arrears.

Morrisania (CD 3), Highbridge-Concourse (CD 4) and West Tremont (CD 5) in the Bronx show high rates of deterioration. In Morrisania, the number of housing units decreased by 54.6% between 1970 and 1980. While only 4.4% of the buildings were vacant in 1970, 12.5% were vacant in 1980. There was a 19.5% decrease in housing units in Highbridge-Concourse where the number of vacant buildings increased from 1.9% to 6.9%.

In Brooklyn, CD's 3, 5 and 16 the percentage of in-rem is housing egregious while 8 and 9 lead the group in violations. Compared to Manhattan and the Bronx, the abandonment factor is not as significant in Brooklyn.

The population declined in Bedford-Stuyvesant (CD 3) during the decade. Housing units decreased by 7.5% and the percentage of vacant units increased from 4.2% in 1970 to 13.6% in 1980. East New York (CD 5) evidenced similar trends with a 16.9% decrease in housing units and an increase in vacant units from 4.8% to 11.9% over the decade.

In Manhattan close to one-third of the buildings in CD 9 and 11 have significant numbers of violations and a high abandonment factor. Central Harlem, CD 10, has over one-third of its buildings in-rem and a high abandonment factor. These three communities in Manhattan have experienced significant population shifts and changes in the characteristics of housing units between 1970 and 1980. In Hamilton Heights, CD 9, there was an 18% increase in housing units between 1970 and 1980. However, the number of vacant housing units increased substantially during this period from 494 in 1970 to 2,898 in 1980. Similar trends were evident in the Central and East Harlem areas. In Central Harlem the number of housing units decreased by 14.9% for the decade and the percentage of vacant housing units from 5.0 to 18.6. There was an 8.5% decrease in housing units in East Harlem with an increase in vacant buildings of 5.1% in 1970 to 11.1% in 1980.

Housing conditions in Queens and Staten Island are less severe than in the other boroughs. However, significant percentages of buildings in these two boroughs with large numbers of violations may indicate more deterioration to come.

Social Services

Social services programs were designed to help individuals and families maintain a tolerable if not adequate standard of living. Passage by Congress of the Federal Omnibus Reconcilation Act of 1981 has been devastating for low-income Black and poor people throughout the City of New York. Changes in eligibility and benefit levels, disincentives to work, stricter income disregards, redefinitions of income and the shift of responsibility from the federal government to the states and cities have drastically reduced the quality of life in the Black and minority communities of our city. It is important to recognize that poor families do not experience these cuts in a vacuum; these cuts affect every aspect of their lives and virtually eliminate for them choices which others take for granted.

Cuts aimed directly at AFDC have eliminated or severely reduced entitlements for the working poor. For example, in New York City, a family of three with a gross income of more than $150 per week is now ineligible for ADC. This new regulation caused many recipients to lose benefits. The readjustment of the $30-and-a-third deductible will adversely affect additional numbers of recipients. Employed recipients with work expenses above $75 per month also will suffer a reduction in benefits. Incentives to work are eliminated since these families will lose benefits and experience further losses in disposable income.

New federal regulations regarding food stamps, pregnancy allowances and continuation of older children on assistance, push poor families deeper into poverty.

Figure 7 below illustrates the intial impact of budget cuts in the Black communities under consideration in our study.

Community Districts 3, 4, 5 and 12 in the Bronx experienced a 10% decline in the number of social service recipients. Aid to Dependent Children recipients in these communities declined by 24% in Community Districts 2, 3, 5, 8, 9, 16 and 17.

Recipients of ADC declined by a total of 49%. Although the combined

assistance figures for Manhattan show a 2% increase in recipients, there was in fact, an 8% decrease in ADC recipients. Recipients in the combined assistance categories declined by 9% in Queens; however, ADC recipients were down by 16%. On Staten Island these figures were 4% and 7% respectively.* Given that these same communities experienced the highest rates of unemployment, poorest housing and worst health care, there is little question that the "social safety net" has been removed from the poor in New York City's Black communities.

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* Source: Human Resources Administration, Office of Policy and Research Development.

PERCENT CHANGE - NUMBER OF RECIPIENTS IN COMBINED ASSISTANCE CATEGORIES* SEPTEMBER 1981 - SEPTEMBER 1982

Bronx	-10%
Brooklyn	-28%
Manhattan	+2%
Queens	-9%
Staten Is.	-7%

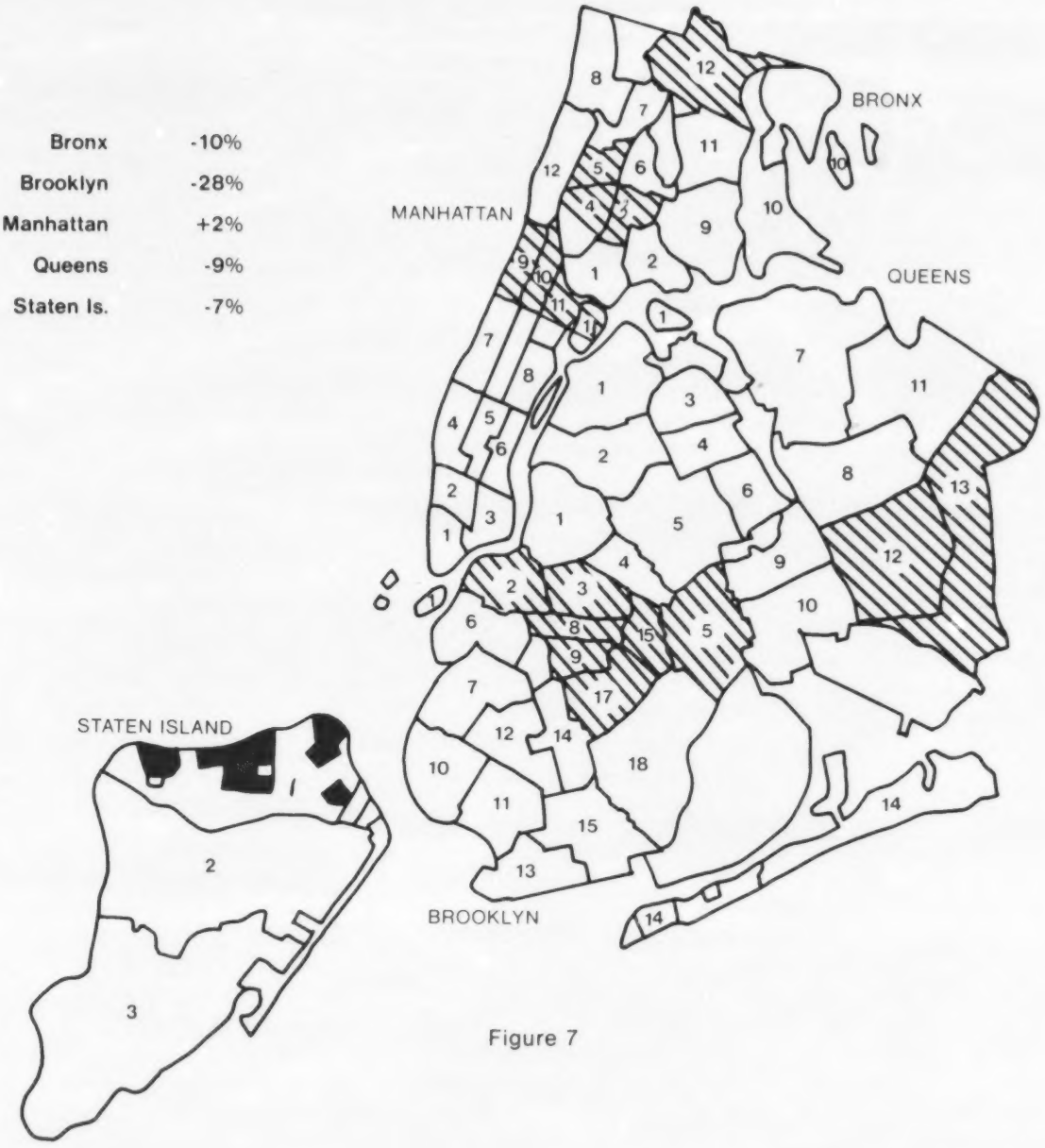

Figure 7

*Home Relief Adults
Home Relief Families
ADC
ADCU

IV. RECOMMENDATIONS

The New York Urban League recommends that:

HEALTH

- Funds be increased to augment maternal and infant health services in the Black community.
- Preventive health services which will enhance family stability be increased in the Black community.
- Reform strategies directed toward Medicaid take into account the needs and views of recipients.

EDUCATION

- The Board of Education increase efforts to halt the dropout rate by enlisting the efforts of community-based organizations.
- The Board of Education increase efforts to identify potential dropouts during the transition from junior high to high school.
- Educational after-school programs in minority communities be increased.
- Intensive summer programs be initiated for elementary school students performing below grade level in reading and math.
- Public school education be directed toward increasing the student's ability to compete in the labor force.
- The federal government provide assistance to local school districts for research and development activities required to introduce computers throughout the public schools.

EMPLOYMENT

- All employment and training programs directed toward single female heads-of-households include day care services during the training period.
- Development of a youth entitlement program that would insure an employment opportunity for those disadvantaged youth or potential dropouts that return to or remain in school.
- A portion of the monies returned to the city by the Municipal Assistance Corporation be used for training programs to address structural unemployment and displaced workers.
- City officials examine and reverse labor market trends which show the distribution of employment opportunities primarily to residents outside the city.
- The City and interested community groups review the distribution of employment opportunities through the Job Training Partnership Act to control "creaming" and other mechanisms of exclusion.
- Increased funding of reserach and demonstration projects that evaluate the usefulness of job-sharing as a strategy to address local unemployment.

HOUSING

- The shelter allowance for public assistance recipients be increased.

- The City and State finance a homeowner and tenant acquisition r rogram for low and middle-income families.
- The City take a more aggressive role in providing for the needs of homeless families, individuals and children.
- Red-lining be opposed and that the City create disincentives for such practices.

SOCIAL SERVICES

- The City and State examine ways to compensate for cuts in basic services to poor families.
- Social service policies and practices which undermine family stability and erode initiatives toward independence, be eliminated.
- The New York City Department of Social Services (NYCDSS) assume a more aggressive approach in informing and making accessible new and changing eligibility requirements for all public assistance programs, particularly AFDC and Home Relief. This information should be made available to those individuals or families currently entitled as well as to the public at large.
- Employment programs for public assistance recipients should provide pay and benefits commensurate with regular employment pratices.
- The City should encourage creative approaches to further improving service delivery; provide organizations and agencies that consistently exceed their service goals an unrestricted five percent (5%) to ten percent (10%) grant increase.

V. RESPONSE OF THE BLACK COMMUNITY

A. Self-Help In the Black Community

By focusing exclusively on problems it is easy to view New York's Black community as dependent, disorganized and existing from crisis to crisis. New York Urban League experience in Central Harlem, Bedford Stuyvesant, Morrisania and other Black communities has indicated that nothing could be further from the truth. Indeed. the high rates of unemployment, cuts in needed programs and services are major hurdles. Yet, the resiliency of the community is more than evident. Despite harsh economic conditions, individuals with common concerns and limited means come together, form organizations and address local problems. Initiatives begun in this way are often more truly targeted to community needs than solutions externally imposed.

The New York Urban League is especially eager to highlight local initiatives. We believe local initiatives can be models for governmental and private intervention. To help build creative solutions to the complex problems in our communities, we seek to act as a conduit between available resources and motivated individuals and groups. The New York Urban League actively pursues opportunities to enhance the work of community groups. To believe that local initiatives alone can redress years of neglect is illusory. Nevertheless, persons with similar goals can work together for a new beginning

The initiatives described below represent community groups seeking alternatives to the disadvantages imposed by unequal opportunity. The following are some examples of models for change.

BRONX
MIND-BUILDERS
3550 White Plains Road
Bronx, New York 10467

Mind-Builders Creative Arts Center is an independent, non-profit organization which was founded in 1977 by Madaha Kinsey. Ms. Kinsey, a former public school teacher, sought at-home tutorial services for her daughter. She found that such services were limited and of poor quality. She borrowed $500 from her mother and began Mind-Builders.

Today, Mind-Builders provides instruction in violin, piano, guitar, voice, ballet, tap and African dance to some 250 children and their parents. The tutorial component provides remediation in reading, math, typing, drama and art. The staff of Mind-Builders is composed of trained artists and teachers who have the desire to "give something back." Mind-Builders is committed to building confidence through communicating knowledge and skills.

In 1981, Mind-Builders received $5,000 from the National Endowment for the Arts. The program's primary support, however, comes from tuition and donations from the surrounding community. The goals and urgent needs addressed by this organization far outstrip current resources. Presently, staff members are attempting to raise cash to renovate a three-story house donated by a local resident. This facility, when completed, will permit them to move from their present cramped quarters with leaky ceilings. Ms. Kinsey is convinced that the $80,000 Mind-Builders needs for this renovation will be raised through the the same commitment, determination and resourcefulness which has kept them in existence for the past four years.

BRONX
SPORTS FOUNDATION, INC.
518 Willis Avenue
Bronx, New York, 10455

Sports Foundation, Inc., is a non-profit organization which recognized the pervasive role of sports in the development of inner-city youth. The founders, Robert Williams, Alfred "Chink" Lind, Claude "Buddy" Young and their associates saw the need for a permanent sports outlet for youth. They took on the task of providing such an outlet; they reconciled the often exploitive goals of the sports industry with the developmental and educational needs and aspirations of youth. This organization uses sports to involve youth in their own development. Their motto, "Building Social Responsibility Through Sports," is articulated through programs they offer youth as well through the technical assistance they provide to schools, community agencies and to colleges on behalf of youth.

The Education and Career Guidance program of Sports Foundation is headed by Cecil Sievers,a former college intern of the Foundation. Through this program youth are exposed to various careers and professional positions available in the students' area of interests. Sports Foundation, Inc. sponsors structured workshops, job fairs, career internships and trips to colleges and universities. Recently, Sports Foundation rented buses to carry 45 youngsters, between the ages of 14 to 19, on fact-finding trips to S.U.N.Y. Binghamton, S.U.N.Y. Stony Brook, S.U.N.Y. New Paltz, Syracuse University and Ithaca College. These regularly scheduled trips enable the students to evaluate college offerings in relation to their interests.

Students are encouraged to take personal responsibility for their career aspirations. They are guided in researching careers and assessing their aptitudes, interests and values in relation to specific careers. Each student is given the opportunity to spend an entire day with a professional who relates to the youth's career choice. This exposure enables the young person to make the link between their personal aptitudes and interests and the realities of a given career. These individuals then become peer counselors telling others about their experience.

Rachel Villarini directs the Women's Program at Sports Foundation. This program is designed to offset discrimination against women who are pursuing sports. Young women are informed of their rights under Title 9 which seeks to provide equity in the distribution of funds and facilities to women athletes.Various forms of sports competitions are designed to give young women and girls an opportunity otherwise unavailable. Sports Foundation, Inc. uses sports to involve young women in their own personal and educational development.

Under the direction of Harvey Young, students are trained in the skills of various sports such as basketball, baseball and volleyball. Coaches and staff members from community-based organizations are trained in methods of teaching and involving youth in recreational sports. The Bronx. Junior Olympics, a three-week competition for young people, ages 9-12, 13-15, and 16-18, is the culminating event of Mr. Young's sports fitness program. For 10 years the Bronx Junior Olympics has enabled young people to represent their community organizations in competitive age-grouped events.

In its intermediary role, Sports Foundation acts as liaison between the college coach, the student athlete and his family. When students, teachers, parents and guidance counselors are informed of the critical questions to ask the recruiting coach abuses are halted. Equally important, students learn about many careers in sports which do not involve athletic performance.

Sports is a multi-billion dollar industry which has historically abused and discarded the Black student athlete. Sports Foundation in the Bronx is turning this around.

BROOKLYN
THE SISTERHOOD OF SINGLE BLACK MOTHERS, INC.
1360 Fulton Street (Room 423)
Brooklyn, New York 11216

No group of women are more studied, maligned and criticized than are single Black mothers. It is no understatement to suggest that the female headed family in the Black community is the bete noire of social planners, politicians and others seeking to explain the inability of the Black masses to penetrate mainstream American society. The Sisterhood of Black Single Mothers stands as a contradiction to the commonly held views surrounding this kind of family.

Located in the heart of Bedford-Stuyvesant, this self-help organization was founded in 1973 by Daphne Busby, herself a single Black mother. The Sisterhood of Black Single Mothers is comprised of some 200 women who are either separated, divorced, never married, widowed or whose men are incarcerated. Ms. Khadijah Martin, Project Director, asserts that "there is no such thing as a broken home or illegitimate children. A woman does not live alone if she has children."

The four major goals of this organization are the driving force behind its dynamic program. 1) the development of the positive self-image necessary for effective child-rearing, 2) provision of a link between these mothers and critical institutions which often adversely influence their life chances, 3) advocacy for services and mobility and 4) institution-building within the community for Black Families.

Although there is an exchange of in-kind services among members, the Sisterhood conducts on-going programs and activities in the Brooklyn community and city-wide. Its information and referral service assists in locating employment, housing and education. The Sisterhood distributes clothing donated by members and friends. It has a special youth trust which offers counseling to promote effective parenting. Functioning as a nexus between the Black single mother and the wider community the Sisterhood has a regular radio program on WBAI (99.5FM) every second Tuesday of the month from 11:20 to 12:00 noon, a speaker's bureau for consciousness raising and a newsletter listing activities and services. The Sisterhood maintains membership in several active networks and coalitions throughout the city and advocates for the interests of Black single mothers.

The Sisterhood supports itself through fundraising activities, newsletter subscriptions, membership dues and some church and foundation support. Staff members readily admit that their task, goals and objectives far outdistance their current resources.

One of the group's more creative initiative's involves "The Big Apple Project". This project, aimed at the teenage mother and her baby, strengthens the mother's ability to maintain a healthy home environment and to become a self-advocate for all areas of her daily life. The major components of this project include a safe home environment, a service network with supportive community links and acquisition of household management skills.

BROOKLYN
PARKWAY-STUYVESANT COMMUNITY AND HOUSING COUNCIL, INC.
77 New York Avenue
Brooklyn, New York, 11216

Parkway-Stuyvesant Community and Housing Council is an excellent example of what can happen when concerned neighbors come together. In 1956, Mrs. Sybil Holmes and a handful of her neighbors noted the beginnings of deterioration and overcrowding in their community. They began approaching landlords about maintenance and repairs and educating their newer neighbors about the responsibilities of being a good neighbor. Taking on the bureaucracy of New York City,this small group of determined Brooklynites rejected Urban Renewal in favor of Preservation and Rehabilitation. Mrs. Holmes reports that they "fought New York City for three years for a Preservation Program." This fight resulted in a Code Enforcement Program in which Mrs. Holmes and her lieutenants selected a director from the community and acted as inspectors to force landlords to keep buildings in repair. Inspecting plumbing, painting, leaks, vermin infestation and the general condition of buildings, group members volunteered their time until the city began to send in inspectors. Mrs. Holmes says, "when you know what you want for your community, working with the City of New York is an up-hill battle."

The community concern was not restricted to housing. When the City attempted to relocate the children's museum, the only cultural institution in the area for children, Mrs. Holmes and her cohorts staged sit-ins at the Board of Estimate and waged a three-year battle to retain this 64-year old cultural institution for the area's children. Similarly, Brower Park and the local library have both been enhanced because of the concerted efforts of this group.

Today, Parkway-Stuyvesant Community Housing Council sponsors the Parkway-Stuyvesant Housing complex for senior citizens. The state requested Parkway to take over this building and assume complete management responsibilities. Long range goals for this community group include inspecting the large apartment buildings in the area, improving police protection and the quality of education in the local schools. Plans for a summer day camp for children are presently on the drawing board but without funds. A more immediate goal involves increasing the participation of the community's young people to extend the longevity of the group's influence.

The key to improving the community in which you live, Mrs. Holmes suggests, is first to find five people on your block who will come to a meeting once a month. Find someone with technical expertise to assist and send out flyers to the total community informing them of what you would like to see happen in the community. Finally, enlist the support of the local minister.

MANHATTAN
HALE HOUSE
68 Edgecombe Avenue
New York, New York, 10030

Hale House is a residential facility primarily for children born with an addiction to drugs. Founded in 1969 by Clara Hale, this social service agency exemplifies the very best in the Black family tradition - caring for other people's children. Like many important ventures Hale House began by accident. Dr. Lorraine Hale, daughter of the founder, witnessed a scene she could not ignore. She saw a young mother on the street so high on drugs that her arms could only precariously support the young child she was holding. Dr. Hale gave the woman her mother's address and begged her to go for help. Although Clara Hale was initially shocked at seeing a drug addict at her door, her daughter's confirmation of the woman's story sent Mrs. Hale back to her door to provide help. Only the baby was waiting.

In the fifteen years of its existence, Hale House has served over four hundred children. Mothers are referred to the program through rehabilitation counselors, the police and word-of-mouth. Hale House takes children in soon after birth, cares for them through the withdrawal process and raises them until their mothers complete a drug treatment program and can provide a home for them. Recenty, Hale House became a Greater New York Fund/United Way agency. It is one of 62 voluntary child care facilities in the City. For quite some time it was the City's only Black licensed voluntary child care agency. Hale House receives private gifts and donations. Most notably, the former Beatle, John Lennon, sent a check for $10,000. His wife still contributes $20,000 through the John Lennon Spirit Foundation.

The major goal of Hale House is re-uniting mothers and children. Few agencies have the track record of Hale House. Only 11 of the more than 400 children serviced have gone to foster care. There is no similar or comparable agency in the City.

Despite popular misconceptions, Hale House was not an overnite success. The hard work and dedication of Dr. Hale, her mother and their small staff is on-going. A small Black agency constantly at loggerheads with an often insensitive City bureaucracy, Hale House, nevertheless, continues to promote the development of human potential.

MANHATTAN
MWAMKO WA SIASA
EDUCATIONAL INSTITUTE
261 West 136 th Street
New York, New York 10030

The disenchantment in the Black community with traditional educational institutions is nowhere more evident than in Mwamko wa siasa (awakening towards political consciousness). This independent Black educational institution, based on the philosophy of Pan Africanism, offers a non-graded, accelerated curriculum which permits students to develop according to their own individual capacities. The curriculum includes reading, language, arts, mathematics, science and African studies. It is further enriched by creative and dramatic arts, and nutritional information.

Founded in 1979, this coeducational school serves 32 children between the ages of 4 and 11 years. Students come to Mwamko Wa Siasa with a wide range of abilities and prior academic training. Each student is tested in September and May and academic and social progress in charted and issued to parents three times a year.

The staff is composed of part-time and full-time teachers along with a core of volunteers. Instructors have both credentials and experience in their subject matter. Equally important is their commitment to the education of the children and to the ideals of Mwamko Wa Siasa. This unique school is supported by tuition fees and in-kind services from parents. Its desire to expand its student body and education program is hampered by limited money.

QUEENS
QUEENS COMMUNITY CADET CORPS, INC.
P.O. Box 806
Jamaica, New York 11434

The Queens Community Cadet Corps is a local initiative designed to provide education, recreation, creative expression and a sense of responsibility for the youth of Southeast Queens. A program composed of instruction in reading, math, spelling, drama, steel drums and basic drum and bugle corps is delivered three evenings per week. Peer counseling and group discussions on problem-solving gives youngsters an opportunity to discuss personal problems and to find constructive solutions. Teachers are on hand to assist youngsters who simply want to do homework.

Founded in 1978 by Mrs. Jestine Brown, the Community Cadet Corps presently services 59 youngsters between the ages of 7 and 21. Over 200 youngsters have been served since the organization's beginning. Mrs. Brown holds a full-time job and uses her evenings, holidays and lunch hours to coordinate this program for the community youth. Although Chase Manhattan Bank has provided $2,000 for assistance, the bulk of funding comes from Mrs. Brown and her family along with in-kind services from community organizations. A local minister has provided a storefront which presently houses the group. Negotiations are currently under way for the use of York College facilities for swimming and basketball. The staff of the Community Cadet Corps. is composed entirely of volunteers whose sole reimbursement is carfare when it is available.

We asked Mrs. Brown how she finds the time to be so many things to so many people. She asked, "How can you live in a community and not give service?"

STATEN ISLAND
SANDY GROUND HISTORICAL SOCIETY
15 Elmbank Street
Staten Island, New York 10309

The Sandy Ground Historical Society was founded in 1979 to preserve the physical surroundings and record the history for future generations.

In the 1800's, free Black oystermen who were not permitted to pursue their occupations in Maryland, settled in the Sandy Ground Community. They established homes, churches and a cohesive community on this wooded two square mile area on Staten Island's South Shore. Most of the persons living in this community today are descendants of the original oystermen.

Large-scale development is planned for this area. This development threatens the physical surroundings as well as the church and cemetery constructed by those early settlers. In order to perserve the area, the Historical Society hired three archeologists who conducted both a ground survey and an oral history survey of the area. This resulted in a recommendation by the State of New York that the area be placed on the National Register of Historic Places. Since this designation alone does not stop the builders, the group is pursuing City Landmark status. While the cemetery has been designated for City Landmark status, the church has not.

At this writing, the matter has not been resolved. The Sandy Ground Historical Society is determined that if the whole area cannot be preserved,this small, but important piece of Black history will be.

B. The New York Urban League

The New York Urban League provides services to about 30,000 individuals each year in education, employment, housing, health and social welfare. Many of these services are basic ameliorative and helping services provided through subcontracts with city and state agencies.

NEW YORK URBAN LEAGUE

Current Government Sponsored Programs 1984

Name of Program	Description
Fair Housing	Counseling, advocacy & ombudsman activities designed to eliminate discrimination in housing.
Mayor's Scholarship	**Financial aid, scholarship & educational counseling**
Queens Homecare	In-home services to the home bound elderly.
Seniors in Community Service	**Employment for the elderly**
Services to Families-Preventive Services	Services to families whose children are at-risk of placement.
Teenage Pregnancy Prevention Program	**Development of community resources to address teenage pregnancy.**
Testing, Assessment & Placement Center (TAP)	Testing, training, counseling and placement.
Evening Community Centers	**Provides after-school recreational & educational activities**
Housing Renovation Training Program	Trains and provides jobs for men & women in apprentice type tasks in housing renovation.
Out-of-School Youth Employment Project	**Provides prevocational and educational skills training for at risk young people**

The League also develops innovative projects, usually with private support, to demonstrate new approaches in meeting unmet community needs and in using resources creatively and economically.

Education

As we noted, recent reports indicate that the public school system is failing our children. This assessment is of particular concern to Blacks since 87.5% of all New York City Black school-aged children are enrolled in public schools

For more than 20 years we have been struggling with the question of how to reach school dropouts. In the 1960's, the response of the New York Urban League was the Street Academy Program which was subsequently adopted and adapted as the public alternative school program. Today, the focus must be on prevention: on reaching children before they are educationally (and otherwise) damaged: on reaching children in elementary school. New strategies need to be developed.

The League set down the following criteria for such a strategy:

- The vehicle for reaching young children should be basic learning (rather than recreational activities).
- The program should be able to interest both under achieving and at or above grade level children.
- It should be possible to integrate the program into the public school system, building on its strengths and utilizing its resources to keep program costs low and to influence the primary educational process directly and quickly.
- Other cost effective resources should be attracted by the project.

Such a strategy presented itself in 1980. The New York Urban League Science Power Station was originally conceived and implemented by the Community Education Services Division of The Children's Television Workshop in The State of Mississippi. The program was introduced in an urban environment for the first time under the sponsorship of the New York Urban League.

Developed around the philosophy that knowledge is power and learning can be fun, these after-school science and language arts projects serve the dual purpose of inspiring and reinforcing skills of both motivated and underachieving elementary school children.

The science clubs concentrate on projects in five areas: computer programming, life sciences, electricity, weather and laboratory procedures. Each club of 10-12 children work under the direct guidance of a club leader. Club leaders are college or graduate students who are often science majors. Using students is a very cost effective way of bringing enthusiasm and expertise to the program.

The projects are based in local schools or at Urban League borough headquarters and are supervised by professional educators, in one case, by the local school principal. Again, the emphasis is on economy and osmosis with the school system.

At the other end of the spectrum is the problem of adult illiteracy. The Senate Committee on Investigations and Taxation released a report on April, 1984, "Adult Illiteracy in New York State: A Hidden Disgrace." The study found that 16 percent of New York's adults, (2,040,000 people), do not possess sufficient reading and writing skills to apply them to everyday tasks. Nearly half of those people reside in New York City, representing about 21 percent of the city's adult population. The report noted that adult illiteracy costs many millions of dollars in welfare payments and unrealized tax revenues. According to the report, New York businesses spend $1.5 billion annually to train employees in basic skills and companies lose millions of dollars in productivity and profits as a result of illiteracy in the work force.

The study did not indicate the ethnic background of the illiterate adult

population but given the correlation with welfare payments and the notorious dropout rates for minority young people (78% of Black youth do not complete high school), it is reasonable to assume that the problem of adult illiteracy is a minority problem.

In March, 1984, the New York Urban League began an Adult Education Upgrading Program with a small grant from the U.S. Urban Mass Transportation Administration (via the National Urban League) to provide basic skills training to low wage transit employees. The need to help a wide spectrum of minority people trapped in dead-end positions because of a lack of basic skills and test-taking abilities became apparent as a long waiting list developed of civil servants and their families seeking to enhance their employability through basic skills development.

Employment

There has been little change in the economic landscape of Black Americans in the past decade. The Black unemployment rate remains high and is consistently twice the rate among Whites. Black youth unemployment remains a national tragedy; the median income among Black families remains at somewhat above half that of White families; and, welfare dependency continues among a disproportionate number of Black families whose employment prospects are poor.

Putting people to work has always been a New York Urban League priority. Economic indicators clearly demand that the League continue to concentrate even more of its resources on assisting members of its community to become gainfully employed. Today, the employment situation of minorities is more complicated; it is not just a problem of finding entry level jobs - though that problem persists too. Because of the opportunities in education and employment over the last two decades, minorities now suffer recessions and inflations with all Americans—on all class levels—but as minorities, still more so.

In 1984 the New York Urban League began an Affirmative Action Employer Services Program. As the only city-wide Black social service agency in New York, the New York Urban League, through its branch offices in all five boroughs, can reach a very large minority labor pool on all levels of skills and experience. The program serves the employment needs of large corporations and small businesses. The League's reputation for representing Black job-seekers is so well known in the business community that annually scores of employers turn to it to fill hundreds of jobs.

The features of the Affirmative Action Employer Services Program are:

- It serves minority job-seekers on all levels - from teenagers seeking their first work experiences to professionals needing entree.
- Employers are charged a placement fee; less than they would pay an employment agency and contingent upon a reasonable job tenure. The objective is for the project to be able to support a good share of its costs.
- The staff is as concerned with serving the employer (our customer) as it is with counseling and placing our clients (our constituency). The theme is, "serious jobs for serious people."
- The New York Urban League is accredited to validate eligibility for the federal Targeted Job Tax Credit Program. Many of the people placed on jobs are eligible for up to two years of employment.
- Job applicants are recruited and screened through the New York Urban League offices in the five boroughs. Final screening and referral are implemented through a central employment service representative.
- Inexperienced job-seekers go through a two-week job orientation program before job placement.

- There is a post placement follow-up with novice workers on a regular basis for at least two months.

- With a large labor pool available to the League, it can guarantee employers applicants on all levels - from entry to professional - and new applicants will be readily available if previously placed workers are promoted or leave the job.

Another League employment project is a joint venture with IBM and the city's Department of Employment to open a word processing and clerical training center in Queens.

Social Service

In May of this year, the National Urban League and the NAACP hosted a Black Family Summit Conference. In his opening remarks, John Jacob, President of the National Urban League stated:

> ***"In concentrating on the wrongs of discrimination and poverty, we may have neglected the fact that there is a lot we can do about our own poblems ourselves. Government and private sector action is a necessity but so, too, are the services and the concern Black organizations can provide.***
>
> ***"This is not a meeting to get government and the private sector off the hook. We've got to point out how public policies lead to miseries."***
>
> ***"But we've also got to come up with plans to utilize the formidable power and strengths of our organizations and of the Black community to build healthier, more stable families and communities."***

In 1983, with planning grants from the Greater New York Fund/United Way and the New York Community Trust, the New York Urban League designed a Black Family Service Agency Model, which will be implemented in Queens in 1984-85. This model is based on an "agency without walls" concept that is designed to tap the resources of indigenous self-help groups and skilled individuals.

The plan is to have a centralized core management and service development staff to reach out into the Black community to organize and provide time-flexible services in such neighborhood settings as churches and community centers—close to where clients live and work. The outreach approach will be directed toward providing services to a broad constituency of the Black community, its most impoverished as well as its middle and upper income families.

One of the great resources of the Black community is its men and women who have succeeded educationally and professionally. Too often, "making it" means leaving the community—in body and spirit.

The League has met with groups of Black professionals to design a program that would establish a network for them to help one another and to enable them to return their talents to the Black community.

A committee of Black professionals and representatives of community organizations has been formed to identify and recruit Black professionals from a variety of disciplines (law, finance, medicine, theatre, social work, industry, etc.), and match them with local organizations that need specific types of volunteer services.